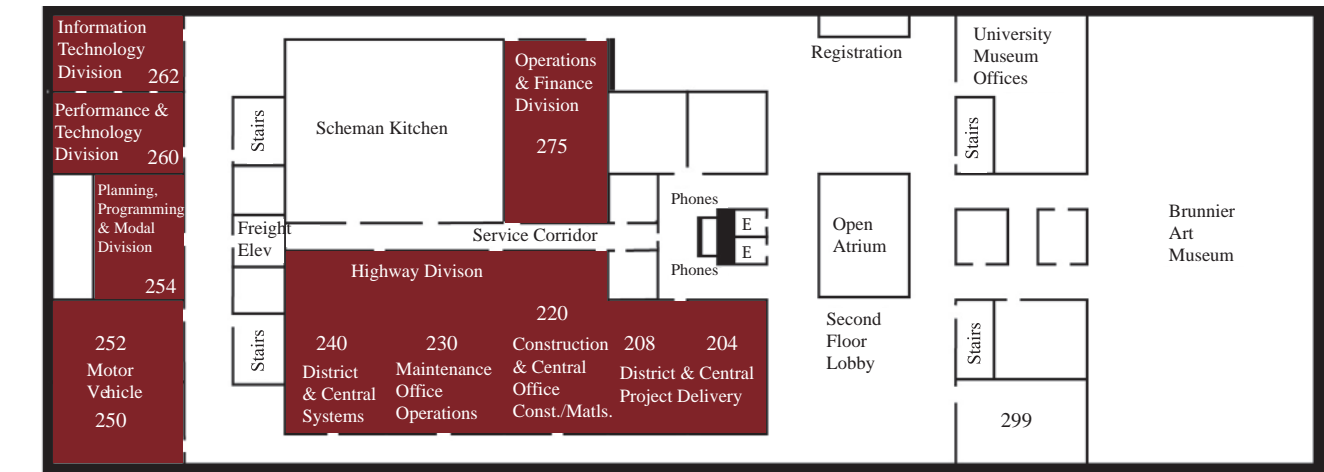


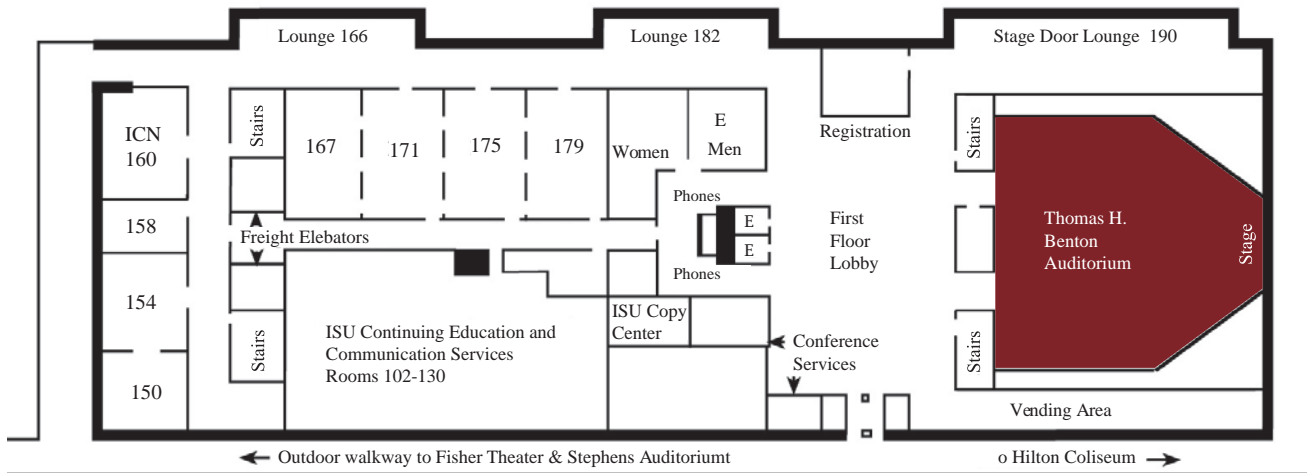


2016 LEADERSHIP DEVELOPMENT CONFERENCE

SEPT. 22 , 2016 | SCHEMAN BUILDING, AMES, IOWA



SECOND FLOOR



FIRST FLOOR

Conference objectives

- **ENGAGE** in meaningful conversations about the challenges the Iowa DOT faces and begin exploring the opportunities that accompany these challenges.
- **EMBRACE** the idea that every day we are creating the Iowa DOT of the future and inspire you to take an active role in shaping this future.
- **UNDERSTAND** your role in improving the organization, advancing the strategic plan and how these will help us change and adapt to meet the challenges of the future.

Time		Sessions and locations
7 a.m. - 8 a.m.		REGISTRATION AND LIGHT BREAKFAST, SCHEMAN BUILDING, 1 ST FLOOR
8 a.m. - 8:15 a.m.		CONFERENCE OPENING, BENTON AUDITORIUM
8 a.m. - 8:15 a.m		Welcome & Safety Briefing Preview of the Day's Activities
8:15 a.m. - 9:45 a.m.		WHERE WE'VE BEEN AND THE JOURNEY AHEAD, BENTON AUDITORIUM
8:15 a.m. - 9:45 a.m		Director's View – Future Opportunities & Challenges – Paul Trombino III Current Initiatives – Division Directors Questions and Answers – Paul & Division Directors
9:45 a.m. - 10:15 a.m.		BREAK AND REFRESHMENTS, SCHEMAN BUILDING, 1 ST FLOOR
10:15 a.m. - 11:30 a.m.		PERFORMANCE MANAGEMENT – REALLY? AGAIN?, BENTON AUDITORIUM
10:15 a.m. - 11:30 a.m.		Performance Management – Where Theory Meets Reality Key Concepts from Initiative Team Report Department Level Big Picture – 3 Stage Approach
11:30 a.m. - 12:30 p.m.		LUNCH, SCHEMAN BUILDING 2 ND FLOOR
12:30 p.m. - 1:30 p.m.		KICKING OFF PERFORMANCE MANAGEMENT, BENTON AUDITORIUM
12:30 p.m. - 1:30 p.m.		Recent Work of Management Team Implementation Approach & Post Conference Timeline Purpose of Initial Work – How it Fits Performance Management Worksheet –What's Expected & How to Do It
1:30 p.m. - 4 p.m.		WORK GROUP BREAK-OUT SESSIONS, SCHEMAN BUILDING, 2 ND FLOOR
1:30 p.m. - 4 p.m.		Refreshments available at 2:30 p.m., Scheman Building, 2nd Floor Groups are encouraged to take an afternoon break as their work dictates

Free WiFi available – connect to “ISUguest”